

**ABSTRACT****ANALYSIS OF THE RELATIONSHIP BETWEEN MANAGEMENT COMMITMENT TO SAFETY AND THE INDIVIDUAL FACTORS ON SAFETY PERFORMANCE IN PT GUNAWAN DIANJAYA STEEL TBK SURABAYA**

This research study was about the worker's safety performance. Worker's safety performance as seen from the behavior of the safety of worker's in doing their jobs. The purpose of this study was to analyzed the relationship between organizational factors that management commitment and worker individual factors (knowledge and motivation) with worker's safety performance at PT. Gunawan Dianjaya Steel Tbk Surabaya. This study used a quantitative method with cross-sectional. The study population consisted of 115 workers and formula samples used correlation hypothesis test sample with a total sample of 39 workers. Data were collected using questionnaire and interviews.

The results showed that there was a relationship between management commitment to safety performance, management's commitment to work motivation, knowledge with safety performance, work motivation and safety performance. Variable management commitment, knowledge and motivation are able to explain variations in safety performance by 69.7%, while 30.3% of the variation was explained by other variables.

The management of PT. Gunawan Dianjaya Steel Tbk Surabaya should actively involve the workers in any existing K3 program in the company. intensify supervision over labor discipline on the use of PPE in the form of safety patrols. create a program of activities safety talk or morning talk on the workers to raise awareness of the safety of workers and reward workers with good safety performance.

**Keywords:** management commitment, knowledge, motivation, safety performance